

NORTH DAKOTA RECIPROCAL AGREEMENT

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This card is intended as a Quick Reference Guide. We make every effort to ensure it is correct. When using this card, please understand it is not intended to replace Department of Labor and Industries or insured's policies, RCW's or WAC's in their entirety.

Effective Date of Agreement: June 12, 1968

This agreement allows Washington employers to take their Washington employees into North Dakota on a temporary basis and North Dakota employers to take their North Dakota employees in to Washington on a temporary basis while maintaining their entitlement to benefits under respective home states.

Definition of a Washington worker:

Person hired to work in the state of Washington. (Benefits will be paid by Washington while working temporarily in North Dakota.)

Definition of a North Dakota worker:

Person hired to work in the state of North Dakota. (Benefits will be paid by North Dakota while working temporarily in Washington.)

Additional Provisions:

This agreement does not apply to Washington employees of the North Dakota employees of the Washington employer.

For the purpose of this agreement, a Washington employer is an employer domiciled in Washington and a North Dakota employer is an employer domiciled in North Dakota.

Effective 7/25/99, Washington law expanded their 1998 law change to include all firms coming from a state with which it has a reciprocal agreement that has a law exempt from said reciprocal agreement, that affects Washington firms while working in that state, to have the same requirement made of employers from that state while working in Washington.

Effective 7/1/98, Washington law requires that all Construction firms be registered with Washington for work done in Washington unless they are from a state with which Washington has a reciprocal agreement. In addition, Washington law requires that if a state with which it has a reciprocal agreement has a law exempt from the reciprocal agreement that affects Washington construction firms that the same law shall apply to construction firms from that state while working in Washington, i.e., Oregon construction firms working on a public works contract in Washington must report all of their hours to Washington.